

STRATEGIC PLAN 2021



MISSION

Serving and protecting our community with honor.

VALUES

Impartiality
Integrity
Courage
Accountability
Compassion
Dedication
Excellence

VISION

To be highly trained police professionals committed to our community.



GOALS

SAFETY AND CRIME PREVENTION

- Education and Enforcement for Traffic Safety
- Social Media Engagement
- Apprehend Impaired Drivers
- Business and Neighborhood Patrols

COMMUNITY

- Increase Bike Patrol Interactions
- Support Community with VIPs and Non-Commissioned Members
- Engage with Community Members
- Conduct Education and Enforcement of Code Ordinances

EFFICIENCY & EFFECTIVENESS

- Maintain and Optimize Training for Employees
- Employee Staffing
- GIS Records Management
- Traffic Investigations and Enforcement





GOAL #1 SAFETY AND CRIME PREVENTION



Objective 1.1

Education and Enforcement for Traffic Safety

Purpose: Promote traffic safety

Sponsor: Patrol

Department Impact: Watch I, II, III

Performance Measures:

- 250 directed traffic enforcement efforts (directed patrols, traffic trailer deployment, school zones, etc.)



Objective 1.2

Social Media Engagement

Purpose: Increase crime prevention awareness and provide timely updates

Sponsor: PIO & Command

Department Impact: Command

Performance Measures:

- Present 24 crime prevention, crime alert posts or media alerts for our community



Objective 1.3

Apprehend Impaired Drivers

Purpose: Provide public and traffic safety

Sponsor: Patrol Sergeants

Department Impact: Patrol

Performance Measures: Contact and arrest 80+ impaired drivers



Objective 1.4

Business and Neighborhood Patrols

Purpose: Proactively patrol our neighborhoods, construction sites, and businesses

Sponsor: Patrol Sergeants

Department Impact: Patrol

Performance Measures:

- 600 door hangers for open unlocked doors in residential neighborhoods
- 300 construction site checks
- 400 business checks



GOAL #2 COMMUNITY



Objective 2.1

Increase Bike Patrol Interactions

Purpose: Increase positive interactions between the public and bike officers

Sponsor: Bike Patrol Sergeant

Department Impact: Bike Patrol

Performance Measures:

- Bike Team rides 75 times with an emphasis on community and athletic events
- Bike Team provides one (1) bike rodeo event for children



Objective 2.2

Support Community with VIPS & Non-Commissioned Members

Purpose: Utilize Volunteers in Police Services and increase community support of VIPS

Sponsor: Administrative Manager

Department Impact: Administrative Staff & Restorative Justice

Performance Measures:

- Utilize VIPS to teach one crime prevention or similar class to the community each quarter
- Utilize VIPS for key Town events



Objective 2.3

Engage with Community Members

Purpose: Increase useful, non-enforcement interactions with the community

Sponsor:

Command

Department Impact:

Patrol, SROs, Detectives

Performance Measures:

- Conduct 9-week Community Police Academy and 2-day Youth Academy
- Conduct quarterly Professional Standards Review Panel meetings
- Complete Community Task Force Directive review
- Attend meetings with community groups as requested



Objective 2.4

Conduct Education and Enforcement of Code Ordinances

Purpose: Engage Community members by educating, addressing, and resolving code violations

Sponsor:

Code Enforcement Officer

Department Impact:

Code Enforcement

Performance Measures:

- Provide 600 property owners with courtesy notifications and education regarding Code Violations
- Encourage Spring/Fall Town Clean Up Day participation



GOAL #3

EFFICIENCY & EFFECTIVENESS



Objective 3.1

Maintain and Optimize Training for Employees

Purpose: Complete all required training and continue to identify training opportunities for each employee

Sponsor: All

Department Impact: All

Performance Measures:

- Assure all sworn officers receive POST required annual training
- Surpass POST requirements by training a total of 10+ hours in the categories of anti-bias, communications, de-escalation, or other similar topics
- Provide quality training for non-sworn members



Objective 3.2

Employee Staffing

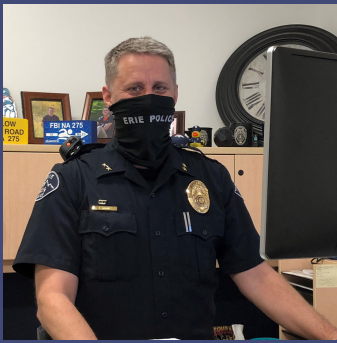
Purpose: Staff the best and brightest

Sponsor: Command

Department Impact: All

Performance Measures:

- Maintain hiring standards
- Staff at least 2 officers and a sergeant on the streets 100% of the time
- Staff at least 1 Records and 1 Court person on duty 100 % of the time during business hours
- Conduct annual awards ceremony
- Provide top-of-the-line equipment



Objective 3.3

GIS Software for Records Management System

Purpose: Expand our efficiency of reporting and crime analysis through crime and incident mapping.

Sponsor: Records/Command

Department Impact: Patrol, Investigations, Records

Performance Measures:

- Implement real-time GIS mapping updates to the Spillman RMS program



Objective 3.4

Specialized Traffic Investigations and Enforcement

Purpose: Create the first-ever unit dedicated to traffic investigation and enforcement within the Erie Police Department

Sponsor: Command

Department Impact: Patrol

Performance Measures:

- Identify and staff 1 Sergeant and two Officers for the Traffic Unit



ERIE POLICE DEPARTMENT

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